14 June 1979

MEMORANDUM FOR THE RECORD

SUBJECT: Redirection of the OP/Directorate Study Group
on a Senior Executive Service for CIA.

1. On 14 May 1979 the Office of Personnel submitted a paper to the DDCI stating that on the basis of current studies by OP of the SES system prescribed under the CSRA, it was concluded that the principles and conceptual features of the SES were sound and offered excellent oppor- tunities to strengthen and improve the effectiveness of executive-level personnel management. OP recommended that a task-group be established with representatives from OP, the five Career Services and RMS(ICS) to develop proposals for an SES-type program for CIA. On 23 May 1979, the DDCI approved OP's recommendations and directed each Career Service and RMS to designate a representative to the task-group (which was to be chaired by D/Pers). The task-group was to complete their studies and submit proposals to the DDCI by 1 July 1979.

2. Meetings of the task-group were held on 30 May and 6 June 1979. Representatives were:

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Director of Personnel - Chairman
Deputy Chairman
- OP rep
- RMS
- NFAC
- DDO
- DDS&T
- O/Compt
- OGC
- OLC

3. On 6 June 1979, the undersigned made a scheduled presentation to the DDCI and the Executive Committee on the CSRA with emphasis on Title IV - the Senior Executive Service. On the basis of the presentation and discussion at this session, the DDCI made a decision that the merits of SES dictated that the Agency should adopt an SES type program. The DDCI saw no good purpose in the task group pursuing it's current line of action and directed that OP redirect the group's efforts to the design and implementation plan of a CIA SES system. Target date for future imple- mentation by 1 January 1980.

4. On 14 June 1979, the task-group was convened and informed of the

DDCI's decision. The undersigned (as Acting Chairman of the task-group) suggested to the members that we (OP) would now develop a framework for a CIA SES system including optional approaches. When this work was shaped out we would reconvene the task-group for their review, input and suggestions. The members agreed with this suggestion.

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